

DIVERSITY COUNCIL MINUTES: April 7, 2009

This special meeting of the Diversity Council was held on Wednesday, April 7, 2010, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Chair Preston Daniels at 3:40 p.m.

MEMBERS PRESENT

James Ballard, John Deere & Company, Retired
Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Preston Daniels, Department of Human Rights (DHR), Chair
Renee Hardman, Bankers Trust, Co-Chair
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Alba Perez, Greater Des Moines Partnership
Ralph Rosenberg, Iowa Civil Rights Commission
Miriam Tyson, Iowa Department of Economic Development (IDED)
Dinh VanLo, Tai Village, Inc.
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

MEMBER PRESENT VIA CONFERENCE CALL

Shirley Hicks, Iowa School for the Deaf, Retired

MEMBERS ABSENT

Jim Larew, Governor's Office
Jonathan Thorup, Department of Public Safety
Ray Walton, Department of Administrative Services (DAS)

OTHER ATTENDEES

Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Beverly Couch, IDED
Jesus Estrada, DAS-HRE
Beverly Schmeling, IVRS
Bill West, DAS-HRE

AGENDA ITEMS

- I. Opening Comments – Preston Daniels

II. Organizational Strategy: Role of the Diversity Council.

A. Preston Daniels posed four questions for the Council:

1. Has the Council satisfied the requirements of Executive Order Four?
2. If so, what is the Council's role now?
3. Should the Governor-appointed Diversity Council be replaced by an internal council?
4. Should the Diversity Council take on an oversight or advisory role?

B. The Council discussed these questions and Preston Daniels summarized the discussion at the end of the meeting as follows:

1. The State needs to institutionalize all recommendations with involvement of "top person."
2. Participation from outside of state government is of value to the Council.
3. The Council needs more structure from the Governor.
4. The State needs a Diversity Inclusion Officer. This person should work in the Governor's Office or DAS and be on the Diversity Council.
5. The State should continue to support the recommendations of the Council.
6. The Council could meet quarterly. Subcommittees would continue to meet throughout the year and report during quarterly meetings.
7. The State must continue to train top managers in order to have a "buy-in" at the top level.
8. The Council could have a "consultant" role.
9. The Council needs to elect a new Chair.
10. Agency directors should come to Diversity Council meetings to report to the Council on their agencies' diversity efforts and answer questions from the Council.
11. The Council should be expanded to include more state employees.
12. The Council should devise a "scorecard" to track the progress of its recommendations to the Governor.

III. Public Comment – No one from the audience had a comment.

AGENDA ITEMS FOR NEXT MEETING: To be determined.

ADJOURNMENT

Meeting adjourned at 4:55 p.m. The next regular, bi-monthly meeting of the Diversity Council will be held on Thursday, May 13, 2010, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.